

CUPE  
EDUCATION  
WORKERS

MAKING  
SCHOOLS  
WORK



# 2019 - OSBCU CONVENTION

## SECOND CALL

### JANUARY 29 – FEBRUARY 2, 2019

#### LOCATION:

#### **CROWN PLAZA NIAGARA-FALLSVIEW**

5685 FALLS AVENUE  
NIAGARA FALLS, ON  
L2E 6W7

<b>CROWNE PLAZA NIAGARA FALLSVIEW</b> 5685 FALLS AVENUE NIAGARA FALLS, ON L2W 6W7	City view - \$99.00 + Tax Fallsview - \$129.00 + Tax Deluxe Fallsview - \$129.00 + Tax
<b>SHERATON ON THE FALLS</b> 5875 FALLS AVE, NIAGARA FALLS, ON L2G 3K7	Cityview - \$139.00 + Tax

**LOCAL ELIGIBILITY TO ATTEND THE CONVENTION IS OUTLINED BELOW IN ACCORDANCE WITH THE OSBCU BYLAWS**

**4.1.05 - NO NON-AFFILIATED LOCAL, OR CHARTERED LOCAL IN ARREARS FOR THREE OR MORE MONTHS, WILL BE SEATED OR ALLOWED REPRESENTATION AT CONVENTION OR CONFERENCES (WITH THE EXCEPTION OF THE BARGAINING CONFERENCE).**

**PLEASE NOTE THAT THE EDUCATION WORKERS BENEFIT TRUST WILL BE PROVIDING THEIR REPORT TO MEMBERS. THE MEETING WILL BE HELD ON JANUARY 29<sup>TH</sup> AT 2:00PM**

ALL HOTEL RESERVATIONS ARE TO BE MADE THROUGH W.E. TRAVEL  
1-888-676-7747 (TOLL FREE) **BY JANUARY 5, 2019.**

YOU ARE ENCOURAGED TO MAKE YOUR RESERVATIONS AS SOON AS POSSIBLE AS THIS BLOCK OF ROOMS WILL BE RELEASED AFTER THIS DATE.

**IMPORTANT:** IF YOU REQUIRE SMALL LOCAL FINANCIAL ASSISTANCE, ON-SITE CHILDCARE, OR HAVE ACCESSIBILITY REQUIREMENTS (HEARING DISABILITY, SCOOTER, ETC.) PLEASE FEEL FREE TO CALL THE ONTARIO DIVISION AT 905-739-9739, OR GO TO CUPE ONTARIO WEBSITE AT [WWW.CUPE.ON.CA](http://WWW.CUPE.ON.CA) AND COMPLETE THE REQUIRED FORMS

#### SPECIAL NEEDS:

IF YOU REQUIRE ANY SPECIAL ACCOMMODATION NEEDS, PLEASE INFORM W.E. TRAVEL OF YOUR REQUEST WHEN BOOKING YOUR ROOM(S).

**CUPE·SCFP** | Canadian Union of Public Employees  
Syndicat canadien de la fonction publique

# CROWN PLAZA – NIAGARA FALLS

## Hotel Directions and Parking

The Crowne Plaza Niagara Falls-Fallsview is located on Falls Avenue, part of Falls Avenue Resort directly across from Niagara Falls and the Rainbow Bridge at 5685 Falls Avenue, Niagara Falls, Ontario, Canada, L2E 6W7.

## Parking

The Crowne Plaza Hotel located on the Falls Avenue Resort provides guests with onsite parking in the directly connected Casino Niagara parking garage. The garage is accessible via Bender Street or the Registration Area behind the Crowne Plaza (to the right of Hershey Chocolate World Niagara Falls). The garage is a 24 hour secure parking structure with 7 floors of parking. Guests of the Crowne Plaza may park for \$35 per day per vehicle which entitles them to in and out parking privileges.

Special parking rates are in place for New Year's Eve. Self parking is available for \$36.00 and allows for unlimited in & out privileges

## Airport Transportation

If your journey to Niagara Falls includes flying into one of the nearby airports, the Crowne Plaza recommends [NCT Elite Car Services](#). This high-end private black car service specializes in exclusive pick-up and drop-off to all of the areas airports, and chauffeured black car services for your transportation needs within the region.

For those who would prefer to travel by limousine, [5-0 Limousine Services](#) offers stretch limousines for pick-up and drop-off at any of the nearby airports or special event in the area.

## Getting Around Niagara Falls

The WEGO Shuttle Service is a fully accessible bus network that connects you to all of the attractions and tourist areas in Niagara Falls. WEGO is a partnership between the City of Niagara Falls and The Niagara Parks Commission.

[Central Taxi Service](#) is known throughout the Niagara Region for its fast service, quiet chatter-free cabs and convenient payment options.



# **SHERATON ON THE FALLS**

## **General Directions to the Hotel**

### **From Toronto Pearson International Airport**

- Take Highway 401 West to Highway 403 West to QEW (Queen Elizabeth Way)/Hamilton.
- Continue to Niagara.
- From QEW take Highway 420 (Falls/Bridge to USA) through three traffic lights.
- Proceed to Falls Avenue.

### **From Windsor, Ontario**

- Take Highway 401 East to Highway 403 East to QEW (Queen Elizabeth Way)/Niagara.
- Exit at Highway 420 and follow to Falls Avenue.

### **From Buffalo Niagara International Airport**

- Take Interstate 90 West to Exit 53 to 190 North.
- Exit at Peace Bridge (which is the bridge to Canada).
- Follow QEW (Queen Elizabeth Way) to Highway 420.
- Follow Highway 420 which becomes Falls Avenue.

### **From Barrie, Ontario**

- Take Highway 400 South to Highway 401 West.
- Take Highway 401 West to Highway 403 West to QEW (Queen Elizabeth Way)/Hamilton.
- Follow signs to QEW/Niagara. Exit at Highway 420 (also called Falls/Bridge to USA).
- Go through three traffic lights to Falls Avenue.

# OSBCU 2019 CONVENTION

## AGENDA

### Tuesday January 29

2:00 pm –3:30 pm	Education Workers Benefit Trust - Report
4:00 pm– 6:00pm	Registration
6:00pm – 9:00pm	Opening Session Greetings Mark Hancock CUPE National President (video presentation) Charles Fleury CUPE National Secretary Treasurer (video presentation) Fred Hahn – CUPE Ontario President Wayne Gates MPP - NDP Keynote Speaker - Meet and Greet – Cash Bar

### Wednesday January 30

8:00am-9:00am	Registration
9:00am – 10:15am	President Report Secretary Treasurer's report Injured Workers Report Health and Safety Report 1 <sup>st</sup> VP Report French VP Report
10:15am	Break
10:30pm – 12:00pm	Area Meetings
12:00pm – 1:30pm	Lunch
1:30pm – 3:15pm	Classification meetings
3:15pm – 3:30pm	Break
3:30pm – 5:00pm	Business
5:00pm	Election Forum
7:00pm	OSBCU Drum Corps (cash bar)

## Thursday January 31

9:00am – 10:15 am	Christine Couture and Wynne Hartviksen – OMERS Update Elections – President by-election Run offs if required 3 Year Trustees
10:15am- 10:30 am	Break
10:30am – 12:00 pm	Dan Crow - Current Bargaining Climate Elections continue if necessary
12:00 pm – 1:30 pm	Lunch
1:30 pm – 3:30 pm	Business Bylaw Amendments Elections continue if necessary
3:30pm-3:45pm	Break
3:45pm-5:00pm	Mobilization Success Stories
5:00pm	French Caucus
6:00pm	Area By-elections

## Friday February 1

9:00am – 10:15am	Workshops Full Day (6 hour) School Board Specific Bargaining- (F/E) School Board Specific Mobilization (F/E) Media Training (President specific) Community Action – Delivering A Message Half Day (3 hour) Creating Psychologically Safe and Healthy Workplaces (bilingual) Recreational Cannabis and Impairment Professional Collaboration(bilingual) Understanding Mental Health Everyday Mindfulness Representing Members In Front Of Management Social Media Accessing Information
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10:15am-10:45am	Break
10:45am – 12:00pm	Workshops
12:00pm-1:30pm	Lunch
1:30pm – 3:15pm	Workshops
3:30pm-3:45pm	Break
3:45pm-5:00	Workshops
5:30pm	Community Action
8:00pm	Social

## **Saturday February 2**

9:00am – 12:00pm	<p>Candace Rennick -CUPE Ontario Secretary Treasurer</p> <p>Guest Speaker – Gary Direnfeld, MSW, RSW – Advocating for Education Workers</p> <p>Business/ Motions</p>
12:00pm	Closing

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*2019 OSBCU Workshops Registration (one per delegate)*

*Delegate Name: \_\_\_\_\_*

*Local Number \_\_\_\_\_*

*Please choose top 2 choices for either 1 full day course*

<i><u>Full Day Courses</u></i>	<i><u>1<sup>st</sup> Choice</u></i>	<i><u>2<sup>nd</sup> Choice</u></i>
<i>School Board Specific Bargaining (English)</i>		
<i>School Board Specific Bargaining (French)</i>		
<i>School Board Specific Mobilization (English)</i>		
<i>School Board Specific Mobilization (French)</i>		
<i>Media Training (President specific)</i>		
<i>Community Action -Delivering a Message</i>		

*OR*

*Choose top 2 choices for morning and top 2 choices for the afternoon courses.*

<i><u>AM Courses</u></i>	<i><u>1<sup>st</sup> choice</u></i>	<i><u>2<sup>nd</sup> Choice</u></i>	<i><u>PM Courses</u></i>	<i><u>1<sup>st</sup> choice</u></i>	<i><u>2<sup>nd</sup> Choice</u></i>
<b>CREATING PSYCHOLOGICALLY SAFE &amp; HEALTHY WORKPLACES (Bilingual) (HALF DAY)</b>			<b>UNDERSTANDING MENTAL HEALTH (HALF DAY)</b>		
<b>RECREATIONAL CANNABIS AND IMPAIRMENT (HALF DAY)</b>			<b>PROFESSIONAL COLLABORATION (Bilingual)</b>		
<b>EVERYDAY MINDFULNESS (HALF DAY)</b>			<b>SOCIAL MEDIA (HALF DAY)</b>		
<b>REPRESENTING MEMBERS IN FRONT OF MANAGEMENT (HALF DAY)</b>			<b>ACCESSING INFORMATION (HALF DAY)</b>		

*Workshops will be assigned on a first come, first serve basis. If there is no workshop indicated on the Registration form, assignments will be made based on availability*

# 2019 OSBCU Workshop DESCRIPTIONS

- 1. SCHOOL BOARD SPECIFIC BARGAINING – (French/English) (FULL DAY)**  
How bargaining Works, the legal framework for collective bargaining in the school board sector in Ontario and where we get our power as a union.
- 2. SCHOOL BOARD SPECIFIC MOBILIZATION – (French/English) (FULL DAY)**  
In this workshop, members of local Mobilization Committees look at effective ways to engage members before bargaining begins, and throughout the bargaining process.
- 3. MEDIA TRAINING (President specific) (FULL DAY)**  
This workshop will help Presidents communicate effectively with the media during bargaining. We'll learn how to keep the focus on our key messages, while speaking with clarity and confidence.
- 4. COMMUNITY ACTION – Delivering A Message (FULL DAY)**  
In today's climate we need to think beyond job actions, Facebook, Twitter and rallies to have our voices heard in our communities. These actions all have their place but there are other ways to have our voices heard. This workshop will challenge participants to develop creative approaches to having our message delivered in the community.
- 5. CREATING PSYCHOLOGICALLY SAFE & HEALTHY WORKPLACES (Bilingual) (HALF DAY)**  
What is a psychologically healthy and safe workplace? Learn to identify the psychological hazards in a workplace, and the role of the steward in eliminating psychological hazards.
- 6. RECREATIONAL CANNABIS AND IMPAIRMENT (HALF DAY)**  
Has anything changed in the workplace because of the legalization of marijuana? This workshop will examine the representation of members regarding this issue.
- 7. PROFESSIONAL COLLABORATION (Bilingual) (HALF DAY)**  
Collaborative professionalism between the various professionals in the school environment is one way of creating a space for constructive dialogue, leading to culture change and a better working environment. Following the 2014 collective bargaining in Ontario, the Association des enseignantes et des enseignants franco-ontariens (AEFO) adopted an innovative approach on collaborative professionalism involving all school board employee groups from French-language school boards. This workshop will demonstrate how AEFO and its partners, including CUPE, have moved ahead on the path to improved collaboration.
- 8. UNDERSTANDING MENTAL HEALTH (HALF DAY)**  
Explore the steward's role in supporting and representing members dealing with mental health issues. Learn how to challenge stigma, and how to approach a conversation with a member about a possible mental health issue.

**9. EVERYDAY MINDFULNESS (HALF DAY)**

Focuses on the benefits of mindfulness for educators. Will cover the importance of self regulation, overcoming burnout and compassion fatigue with self care and practical mindful tools.

**10. REPRESENTING MEMBERS IN FRONT OF MANAGEMENT (HALF DAY)**

This module equips stewards to be proactive when meeting with management. Learn tips for effective meetings and build confidence by practicing meeting situations.

**11. SOCIAL MEDIA (HALF DAY)**

Facebook, Twitter, YouTube... How can they benefit my local? How are groups using social media for activism? How can I deal with people's resistance? What are the guidelines for using social media? Explore questions like these and get lots of hands-on practice in CUPE's Social Media workshop

**12. ACCESSING INFORMATION (HALF DAY)**

Public institutions, like school boards, have an obligation to provide certain information to the public under freedom of information legislation. This session introduces participants to the relevant legislation, what kinds of information can be accessed, what this information can be used for, how to request information, and how to appeal if your request is denied.

## **Proposed Bylaw Amendments**

### **Submitted by: OSBCU Executive Committee**

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#### **ARTICLE 3 MEMBERSHIP / AFFILIATION**

3.1.01 Membership in this Council shall be open to all CUPE School Board and related industry Locals in the Province of Ontario chartered by the Canadian Union of Public Employees. All Locals affiliated to the Council must abide by the Constitution of the Canadian Union of Public Employees and the Bylaws of this Council.

#### **ADD**

**3.1.02 By adopting these bylaws, local unions/bargaining unit(s) commit to membership in the council until the expiry of the renewed collective agreements.**

**3.1.03 If a local union does not intend to continue to belong to the Council for subsequent negotiations, the local union/bargaining unit(s) shall notify the Council not less than ninety (90) days prior to the expiry of the renewed collective agreement or the beginning of the bargaining process (defined as the release of the bargaining survey) whichever should come first.**

#### **AMEND**

~~3.1.02~~ **3.1.03** All Executive Board Members of the Council and Trustees shall remain members in good standing from an affiliated Local Union for the term of their office. Local Unions shall facilitate their participation at the annual convention. Should a Council meeting precede the Convention, the Council shall subsidize the council member's one-way transportation and accommodation expenses related to the meeting. This provision is subject to Article 10.

~~3.1.03~~ **3.1.04** An incumbent Executive Board Member or Trustee who is not an accredited delegate at the time of Convention in an Election Year, shall be entitled to attend Convention at the expense of the Council, with voice but not vote. They shall not be eligible for re-election.

#### **ADD**

**3.1.05 To be consistent with the CUPE National Constitution any bargaining unit who is three (3) months or more in arrears will not be able to sit as an Executive Board Member, Trustee and/or Committee Member and will not be eligible for reimbursement of expenses unless per capita payments are up to date.**

#### **ADD**

#### **ARTICLE 7 COUNCIL OFFICERS AND COUNCIL EXECUTIVE BOARD**

**7.1.03 For further clarity, the Areas are defined by per Appendix F and with the assignment of locals to areas defined per Appendix E.**